



FAULCONER ENERGY

Oil & Gas – Production/Operations Manager

The Oil & Gas Production/Operations Manager performs a key role in business management, planning and production of field operations. Direct responsibility for production operations efficiency to ensure execution of operational goals and objectives.

This position will focus on executing the Company's operating philosophy of efficiently and economically producing natural gas and oil wells and be responsible for implementing that philosophy within operations.

The manager partners closely with engineering, automation, compression, and EH&S to meet production targets while upholding operational excellence.

This individual must have a strong Oil & Gas production background, be detail oriented, able to make good technical and economic operational decisions. The successful candidate will work with field leadership to achieve the objectives and goals of the organization, develop related plans, and manage implementation. The position reports directly to Vice President of Operations & Engineering and is located in the Tyler Texas Headquarters.

Position Responsibilities:

- Responsible for the management of all phases of production operations to include well workover management, well recompletions, pipeline systems, and field construction to ensure economically viable production.
- Directs field leadership to ensure operational goals, objectives, initiatives, and key performance indicators (KPI's) are attained.
- Develop and/or research new production techniques and use of technology to enhance production rates and reduce operating costs for gas and oil wells.
- Monitors daily activity reports, production rates, lease operating expenses and ongoing projects to ensure effective and economic production.
- Responsible for monitoring, management, and control of lifting costs.
- Assists engineering to develop budgets for both production volume and LOE.
- Ensures all regulatory, environmental and safety compliance issues are met.
- Plan, coordinate, and lead periodic well review meetings with operations and senior management to review operational performance and opportunities for improvement.
- Conducts routine field inspections to ensure equipment and machinery is maintained in accordance with Company standards.
- Responsible for ongoing monitoring and management of production expenses to ensure economic production is achieved.
- Responsible for oversight and approval of all vendor invoices for operations.
- Ensure that all personnel follow standard Company operating procedures and remain in compliance with all regulatory, environmental and safety compliance issues.
- Manage and mentor supervisors, operators, and technicians, and conduct related performance feedback and performance reviews.
- Provides oversight for field contractor prequalification, scope of work, EH&S alignment, and performance evaluation.
- Manages and provides oversight for workforce planning and development to include operations training, competency development, and succession planning.
- Assist in AFE development for workovers and small projects and participates in economic evaluations and value optimization process.

- Conducts ongoing monitoring of operations KPIs to drive continuous improvement initiatives.
- Oversee environmental performance: emissions, spill prevention/response, waste management, water usage/disposal, and reporting.
- Monitors activities from the office and from field locations, as necessary.
- Responsible for collaborating with all departments and field personnel in a manner that creates an atmosphere of professionalism, creativity, cooperation, and attention to the safety of all personnel, the environment and company assets.
- Reports directly to Vice President of Operations.

Required Qualifications:

- Ten (10) – Fifteen (15) years' experience managing Oil & Gas field operations including overall management of personnel, planning, and reporting.
- Bachelor's degree in petroleum engineering or mechanical engineering preferred, but not required.
- Proven leadership in managing field operations, facilities, and workover operations.
- Strong operations working knowledge of all surface and down-hole production equipment, including plunger lifts systems, compression, and gathering systems.
- Previous second-level supervisory experience required.
- Demonstrated technical competencies with production systems, well operations (artificial lift, stimulation, workovers), and process operations (compression, dehydration, separation), pipeline systems and field construction.
- Previous experience managing well workover program desired.
- Familiarity with automation, production reporting, and historical analytics software (P2/Carte).
- Demonstrated ability to initiate and manage successful organizational change.
- Strong communication/interpersonal skills to include the ability to work effectively with others.
- Proven record of being a "hands-on manager".
- Analytical problem-solver with ability to prioritize under pressure.
- Demonstrated safety-first mindset.
- Ability to lead, motivate and think strategically.
- Strong attention to detail and economic/cost analysis.
- Proven ability to mentor and coach others.
- Demonstrates good decision-making and problem-solving skills.
- Ability to think creatively to solve problems.
- Organized and administratively proficient with ability to manage time and workload effectively.
- Demonstrated ability to confront issues proactively and constructively.
- Strong knowledge of State and Federal Oil & Gas regulations.
- Proficient with Microsoft Office (e.g., Word, Excel, and email)

Legal authorization to work in the US on a full-time basis for anyone other than your current employer. EOE